

## CWA Final Bargaining Report

Article Number	Article Name	Summary
<b><u>COMMON TABLE</u></b>		
CT 1	Agreement	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 2	Responsible Union/Employer Relationship	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 3	Access to Hospital – Union Representatives	<ul style="list-style-type: none"> <li>• Added 12 hour notification to CHS for Union Representatives not employed by CHS to have access to the Hospitals</li> </ul>
CT 4	Non-Discrimination	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 5	Union Membership	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 6	Dues Deduction	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 7	Political Action Fund (PAF)	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 8	Grievance Procedure	<ul style="list-style-type: none"> <li>• Added language for an expedited grievance procedure for scheduling issues and pay discrepancies.</li> </ul>
CT 9	Corrective Action	<ul style="list-style-type: none"> <li>• Language clean up.</li> <li>• Added language that the Union can request a meeting to discuss a bidding agreement for those who have active corrective actions, except a final written warning or less under Attendance and Tardiness will be able to bid.</li> </ul>
CT 10	Personnel Records	<ul style="list-style-type: none"> <li>• Added language that anyone who wants to respond in writing to something in their personnel file must be requested within 30 days of the employee becoming aware of such document.</li> </ul>
CT 11	Probationary Period	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 12	Job Description	<ul style="list-style-type: none"> <li>• CHS agrees to post Section 4 and 5 on bulletin boards and email a reminder to members.</li> </ul>
CT 13	Leave of Absence	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 14	Military Leave	<ul style="list-style-type: none"> <li>• Added Spaceforce</li> </ul>
CT 15	Jury Duty	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 16	Bereavement Leave	<ul style="list-style-type: none"> <li>• Added domestic/life partner, foster child, still birth, parents of domestic/life partner.</li> <li>• Added language that CHS can request supporting documentation if fraud or abuse is suspected, and they have to notify the Union prior to requesting such documentation.</li> </ul>
CT 17	Hospital Discounts	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 18	Life Insurance	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 19	Long Term Disability Insurance (LTDI)	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>

CT 20	Disability and Workers' Compensation	<ul style="list-style-type: none"> <li>Added language in Section 1 that CHS will provide the Union with a weekly membership list which will indicate if a member is on leave or not.</li> <li>Added language that if a member receives a blood borne pathogen exposure, they will be able to get the medications delivered to their work or home location.</li> <li>Added language that if you are going to ARTC for testing, and it is during work time, you will get paid for the portion of your shift required for the appointment time.</li> </ul>
CT 21	Transitional Duty Program	<ul style="list-style-type: none"> <li>Language clean-up - Current Contract</li> </ul>
CT 22	Bulletin Boards	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 23	Bargaining Unit Work	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 24	Contracting Out Work	<ul style="list-style-type: none"> <li>Language clean-up - Current Contract</li> </ul>
CT 25	Management Rights	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 26	No Strike – No Lockout	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 27	Successorship	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 28	Savings Clause	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 29	Travel	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 30	Agency Personnel	<ul style="list-style-type: none"> <li>Language clean up.</li> <li>Added circumstances where CHS can hire agency personnel for a 48hr/week contract.</li> <li>Members will be scheduled and receive priority over agency for schedules and open shifts.</li> </ul>
CT 31	Employee Assistant Program (EAP)	<ul style="list-style-type: none"> <li>Added language that EAP will be on the Health and Safety Committee agenda as a standing item.</li> <li>Added language that employees will not be disciplined for refusing to use EAP unless it is an administrative referral from the Employers/Hospitals.</li> </ul>
CT 32	Students – Registered Nurse	<ul style="list-style-type: none"> <li>Language clean up.</li> <li>Student schedules will be provided to the staff at least one month before they are to come to the unit.</li> <li>CHS may offer needs list shift for the sole purpose of taking students.</li> <li>Those precepting or on orientation will not be assigned a student.</li> </ul>
CT 33	Students – Technical/Service/Clerical	<ul style="list-style-type: none"> <li>Language clean up.</li> <li>Student schedules will be provided to the staff at least 2 weeks before they are to come to the unit.</li> <li>Those precepting or on orientation will not be assigned a student.</li> </ul>

CT 34	Union Printing	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 35	Attendance and Tardiness	<ul style="list-style-type: none"> <li>• Decreased attendance occurrences by 1.</li> <li>• Decreased tardy occurrences by 3.</li> <li>• Added transition language that will remove up to 3 tardies on January 1, 2026.</li> </ul>
CT 36	Subpoenaed Employees	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract.</li> </ul>
CT 37	Family Medical Leave Act (FMLA)	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract.</li> </ul>
CT 38	New York State Paid Family Leave (NYS PFL)	<ul style="list-style-type: none"> <li>• No change - Current Contract.</li> </ul>
CT 39	Weather Emergency	<ul style="list-style-type: none"> <li>• Driving ban language goes into effect when a governmental entity declares one.</li> <li>• CHS agrees to activate the ERT when a weather emergency is declared.</li> <li>• Weather emergency pay is clarified in the article.</li> </ul>
CT 40	Staffing/Clinical Staffing Committee	<ul style="list-style-type: none"> <li>• Language clean up.</li> <li>• Added language on meetings.</li> <li>• CHS agreed to staff the float pools at least 10% above the number of FTEs to staff the average daily census.</li> <li>• RN float pool premium \$4.50/hour. \$6.00/hr for Critical Care and night shift.</li> <li>• NA/ITA float pool premium \$2.00/hr.</li> <li>• Added technical employees to the Article.</li> <li>• Added language that employees will be fully relieved for breaks and lunches.</li> <li>• Added language to enforce the ratios through the grievance process.</li> <li>• Grids attached.</li> </ul>
CT 41	Technical Employee Staffing	<ul style="list-style-type: none"> <li>• Added language that employees will be fully relieved for breaks and lunches</li> <li>• Added language to enforce the grids through the grievance process.</li> <li>• Added minimum staffing grids for the following departments: <ul style="list-style-type: none"> <li>○ Kenmore Mercy Hospital <ul style="list-style-type: none"> <li>■ Ultrasound/ added 8-4 shift on Saturday</li> <li>■ MRI/ level 1 language</li> <li>■ Respiratory</li> <li>■ X-Ray/ added 8-4 shift on Saturday</li> <li>■ CT/ complete change in grids with added staff and 12 hour shifts. No tech will work alone!</li> <li>■ EKG</li> <li>■ Mammography</li> </ul> </li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>■ Echo</li> <li>○ Mercy Hospital of Buffalo <ul style="list-style-type: none"> <li>■ Respiratory</li> <li>■ CT</li> <li>■ MRI</li> <li>■ CSA(imaging only)</li> <li>■ X-Ray</li> <li>■ EKG</li> <li>■ Ultrasound</li> <li>■ Echo</li> </ul> </li> <li>○ MACC <ul style="list-style-type: none"> <li>■ Respiratory</li> <li>■ CT</li> <li>■ X-Ray</li> <li>■ Ultrasound</li> </ul> </li> <li>○ St. Joseph Campus <ul style="list-style-type: none"> <li>■ CT/X-Ray</li> <li>■ Ultrasound</li> <li>■ Sleep Lab</li> </ul> </li> <li>○ East Aurora <ul style="list-style-type: none"> <li>■ Ultrasound</li> <li>■ Mammography/X-Ray</li> </ul> </li> <li>○ MCCC <ul style="list-style-type: none"> <li>■ Ultrasound</li> <li>■ Mammography/X-Ray</li> </ul> </li> <li>○ Med Park <ul style="list-style-type: none"> <li>■ Ultrasound</li> <li>■ Mammography</li> <li>■ Mammography/X-Ray</li> </ul> </li> <li>○ Marian Building <ul style="list-style-type: none"> <li>■ Peri-Natal Ultrasound</li> </ul> </li> </ul>
CT 42	Staffing Incentive Program	<ul style="list-style-type: none"> <li>● Increased the RN bonus to \$21.00/hr</li> <li>● Increased the Technical bonus to \$16.00/hr</li> <li>● Increase the Service and Clerical bonus to \$11.00/hr</li> <li>● Added language for those who are assigned on-call above their on-call requirements will be entitled to the bonus.</li> <li>● Added exception that you will not forfeit the bonus during a weather emergency if you cannot report to work.</li> </ul>
CT 43	Overtime	<ul style="list-style-type: none"> <li>● CHS agreed to pay OT after 37.5 hours. There is no longer work in progress before OT.</li> </ul>
CT 44	Registered Nurse/Preceptor	<ul style="list-style-type: none"> <li>● Language clean up.</li> <li>● Added language that orientation will be extended for those who work part time so</li> </ul>

		<p>they receive the same experience as a full timer.</p> <ul style="list-style-type: none"> <li>• Added language on orientation time frames.</li> <li>• Time spent in classes will not count as unit/department orientation.</li> <li>• If there is a risk of the employee not completing orientation a Union rep will be offered.</li> <li>• Employees precepting will not be assigned a student.</li> </ul>
CT 45	Technical Preceptor/Training Pay	<ul style="list-style-type: none"> <li>• Language clean up.</li> <li>• Added language that orientation will be extended for those who work part time so they receive the same experience as a full timer.</li> <li>• Added language on orientation time frames.</li> <li>• Time spent in classes will not count as unit/department orientation.</li> <li>• Evaluations of employees will occur at the 30, 60, and 90 day time frame and if there is a risk of the employee not completing orientation a Union rep will be offered.</li> <li>• CT/MRI certification must occur within eighteen months which does not include the orientation period.</li> <li>• Employees precepting will not be assigned a student.</li> </ul>
CT 46	Service and Clerical Preceptor/Training Pay	<ul style="list-style-type: none"> <li>• Language clean up.</li> <li>• Added language that orientation will be extended for those who work part time so they receive the same experience as a full timer.</li> <li>• Time spent in classes will not count as unit/department orientation.</li> <li>• If there is a risk of the employee not completing orientation a Union rep will be offered.</li> <li>• Employees precepting will not be assigned a student.</li> </ul>
CT 47	Dental Coverage	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT 48	Tuition Assistance	<ul style="list-style-type: none"> <li>• Increase reimbursement for full time to \$1,500/year, \$750.00/semester.</li> <li>• Increased reimbursement for part time to \$750.00/year, \$375.00/semester.</li> <li>• Added books to expenses.</li> </ul>

CT 49	Enhanced Tuition Reimbursement Program	<ul style="list-style-type: none"> <li>Increased reimbursement to \$7,000/year for undergraduate and \$9,000/year for graduate.</li> </ul>
CT 50	Extended Sick Leave	<ul style="list-style-type: none"> <li>Language clean up.</li> <li>Added language that you can not be paid for the same period of time you are being paid from another source (i.e. 2nd employer).</li> </ul>
CT 51	Retirement Plan	<ul style="list-style-type: none"> <li>Language clean-up - Current Contract</li> </ul>
CT 52	Tax Sheltered Annuity/403(B)	<ul style="list-style-type: none"> <li>No change - Current Contract</li> </ul>
CT 53	Health Coverage	<ul style="list-style-type: none"> <li>Language clean up.</li> <li>Effective January 2026, increased copay for urgent care visits from \$50 to \$60.</li> </ul>
CT 54	Prescription Coverage	<ul style="list-style-type: none"> <li>Effective January 2026, increased specialty drugs copay to \$60 tier 2 and \$125 tier 3.</li> </ul>
CT 55	Service Salaries	<ul style="list-style-type: none"> <li>3% retro to June 2025</li> <li>3% June 2026</li> <li>3% June 2027</li> <li>3% June 2028</li> <li>Added longevity step at the 24th year beginning June 2028.</li> <li>Employees transferring from within the Catholic Health system will be placed on the scale.</li> <li>\$1.50/hr when assigned lead duties.</li> <li>\$1.50/hr when promoted to lead title.</li> <li>\$2.00/hr for precepting</li> <li>\$2.00/hr evening shift differential</li> <li>\$2.75/hr night shift differential.</li> <li>Multiple job title upgrades.</li> </ul>
CT 56	Clerical Salaries	<ul style="list-style-type: none"> <li>3% retro to June 2025</li> <li>3% June 2026</li> <li>3% June 2027</li> <li>3% June 2028</li> <li>Added longevity step at the 24th year beginning June 2028.</li> <li>Employees transferring from within the Catholic Health system will be placed on the scale.</li> <li>\$1.50/hr when assigned lead duties.</li> <li>\$1.50/hr when promoted to lead title.</li> <li>\$2.00/hr for precepting</li> <li>\$2.00/hr evening shift differential</li> <li>\$2.75/hr night shift differential.</li> <li>Multiple job title upgrades.</li> </ul>
CT 57	Technical Salaries	<ul style="list-style-type: none"> <li>New base scale retro to June 2025</li> <li>3% June 2026</li> <li>3% June 2027</li> <li>3% June 2028</li> </ul>

		<ul style="list-style-type: none"> <li>• Added longevity step at the 24th year beginning June 2028.</li> <li>• Employees transferring from within the Catholic Health system will be placed on the scale.</li> <li>• Added promotion language for those in imaging modalities.</li> <li>• \$1.50/hr when assigned lead duties, when current lead is off.</li> <li>• \$1.50/hr when promoted to lead title.</li> <li>• \$2.75/hr for precepting/student</li> <li>• \$2.00/hr evening shift differential</li> <li>• \$3.25/hr night shift differential.</li> <li>• Multiple job title upgrades.</li> </ul>
CT 58	Registered Nurse Salaries	<ul style="list-style-type: none"> <li>• New base scale retro to June 2025</li> <li>• 3% June 2026</li> <li>• 3% June 2027</li> <li>• 3% June 2028</li> <li>• Added longevity step at the 24th year beginning June 2028.</li> <li>• Employees transferring from within the Catholic Health system will be placed on the scale.</li> <li>• \$3.00/hr when assigned charge duties.</li> <li>• \$3.00/hr for precepting</li> <li>• \$2.00/hr evening shift differential</li> <li>• \$4.50/hr night shift differential.</li> </ul>
CT 59	New York State Paid Sick Leave (NYS PSL)	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT 60	Duration	<ul style="list-style-type: none"> <li>• 4-year contract.</li> </ul>
CT MOU 1	Agreement	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT MOU 2	Merger/Consolidation Notice	<ul style="list-style-type: none"> <li>• Language clean-up - Current Contract</li> </ul>
CT MOU 3	Labor Management Initiative	<ul style="list-style-type: none"> <li>• Removed Section 5 which is to use a 3rd party facilitator for the meetings.</li> <li>• Removed Section 6 which is the cost related to the program.</li> </ul>
CT MOU 4	Staffing/Clinical Staffing Committee	<ul style="list-style-type: none"> <li>• Deleted</li> </ul>
CT MOU 5	Retention and Recruitment Initiative	<ul style="list-style-type: none"> <li>• Current bonuses remain in place.</li> <li>• New bonuses and existing bonuses must be negotiated with the Union.</li> </ul>
CT MOU 6	Retirement Plan of the Catholic Health System	<ul style="list-style-type: none"> <li>• Added Kenmore Service and Clerical.</li> <li>• CHS agrees to fund the plan based on the plan's health.</li> <li>• Below 60% \$34,000,000</li> <li>• 85% or greater \$28,000,000</li> </ul>
CT MOU 7	Prescription Coverage	<ul style="list-style-type: none"> <li>• Deleted</li> </ul>
CT MOU 8	Seasonal Employees	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>
CT MOU 9	Retired Employees – Return to Work Per Diem	<ul style="list-style-type: none"> <li>• No change - Current Contract</li> </ul>

CT MOU 10	Epidemic/Pandemic/Infectious Disease State of Emergency Preparedness	<ul style="list-style-type: none"> <li>Language clean-up - Current Contract</li> </ul>
Article Number	Article Name	Summary
<b><u>NEW COMMON TABLE ARTICLES/MOUS/SIDE LETTERS</u></b>		
New Article	Staff Lounge	<ul style="list-style-type: none"> <li>CHS agrees to provide employees with a break room.</li> </ul>
New Article	Radiation Protection Equipment	<ul style="list-style-type: none"> <li>New article to ensure everyone who is working with ionizing radiation will be protected with lead aprons and thyroid shields.</li> </ul>
New Article	Scrub Apparel	<ul style="list-style-type: none"> <li>Combined all Articles on Scrub Apparel from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Surveillance Cameras	<ul style="list-style-type: none"> <li>CHS will notify the Union any time a camera is relocated or added.</li> <li>CHS will not install cameras in restrooms, locker rooms, rooms for changing clothes, or any other area employees have a legal right to privacy.</li> <li>CHS agreed to provide the Union with a copy of any video that may be used for discipline.</li> </ul>
New Article	Seniority	<ul style="list-style-type: none"> <li>Combined all Articles on Seniority from each bargaining unit and combined them into one Article for everyone.</li> <li>No substantive change to how Seniority applies.</li> <li>Language clarification for seniority in the KMH technical bargaining unit.</li> </ul>
New Article	Shift Differential	<ul style="list-style-type: none"> <li>Combined all Articles on Shift Differential from each bargaining unit and combined them into one Article for everyone.</li> <li>Removed shift differential for hold over time.</li> </ul>
New Article	Temporary Employees	<ul style="list-style-type: none"> <li>Combined all Articles on Temporary Employees from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Uniform Policy	<ul style="list-style-type: none"> <li>Combined all Articles on Uniform Policy from each bargaining unit and combined them into one Article for everyone.</li> <li>Added St. Patrick's Day for everyone.</li> </ul>



New Article	Weekend Employees	<ul style="list-style-type: none"> <li>• Combined all Articles on Weekend Employees from each bargaining unit and combined them into one Article for everyone.</li> <li>• Weekend employees will now be recognized in the technical positions, see salary articles for wages.</li> </ul>
New Article	Employee Access to Union Representation	<ul style="list-style-type: none"> <li>• Combined all Articles on Employee Access to Union Representation from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Prenatal Leave	<ul style="list-style-type: none"> <li>• Added the law to the contract.</li> </ul>
New Article	Layoff and Recall	<ul style="list-style-type: none"> <li>• Combined all Articles on Layoff and Recall from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Voluntary Flexible Spending Account	<ul style="list-style-type: none"> <li>• Combined all Articles on Voluntary Flexible Spending Account from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Categories of Employment	<ul style="list-style-type: none"> <li>• Combined all Articles on Categories of Employees from each bargaining unit and combined them into one Article for everyone.</li> </ul>
New Article	Filling of Vacant Positions	<ul style="list-style-type: none"> <li>• Combined all Articles on job bidding/transfers from each bargaining unit and combined them into one Article for everyone.</li> <li>• Language clean up.</li> <li>• CHS agreed to notify unsuccessful candidates in writing as to why they were not selected.</li> <li>• CHS agreed not to hold positions for longer than 30 days unless there is at least 1 other vacancy and it will be for up to four (4) months for students and those looking to relocate.</li> <li>• CHS will notify the Union of any positions that are being held.</li> <li>• Retreat period extended to 30 days from 21 days.</li> <li>• Employee is hired for a shift, not “shifts”, this will eliminate varied positions through attrition.</li> </ul>
New Article	Severance	<ul style="list-style-type: none"> <li>• Combined severance language from Contracting Out Work, Merger/Consolidation, and Layoff/Recall into one article.</li> <li>• 1 week for every year of service.</li> </ul>

		<ul style="list-style-type: none"> <li>• St. Joseph Campus grandfathered severance.</li> </ul>
New Article	Workplace Security	<ul style="list-style-type: none"> <li>• Added language to create programs to prevent and address workplace violence.</li> <li>• The Union and CHS will work collaboratively through the Health and Safety Committee to achieve these goals.</li> </ul>
New MOU	Workplace Violence Prevention	<ul style="list-style-type: none"> <li>• CHS has agreed to implement changes to address workplace violence prevention.</li> </ul>
New MOU	Just Culture	<ul style="list-style-type: none"> <li>• New MOU stating that CHS will implement a just culture approach to disciplines and investigations.</li> </ul>
New MOU	Implementation of WFM	<ul style="list-style-type: none"> <li>• New MOU agreeing to a WFM workgroup to meet and discuss implementation issues related to WFM and the Contract.</li> </ul>
New MOU	Scheduling of Committee Meetings	<ul style="list-style-type: none"> <li>• Added language that by November 1 of each year the Union and Employers/Hospitals will meet to develop a schedule for the following years meetings.</li> </ul>
New MOU	Quarterly Job Review Committee	<ul style="list-style-type: none"> <li>• Added language to meet on a quarterly basis to review job descriptions for upgrades.</li> </ul>
New MOU	Offer Letter	<ul style="list-style-type: none"> <li>• CHS agrees to send the Union offer letters.</li> <li>• CHS will include the following on offer letters: grade, step, credited years of experience, budgeted hours, shift, and salary review date.</li> </ul>